

Fiscal Year 2025

Transport Safety Management Disclosure

Shin Fuji Hire Co., Ltd.

Safety Management Commitment

(1) The President deeply recognizes that ensuring the safety of operations is the foundation of business management and plays a leading role in ensuring operational safety within the company. The President will also sincerely listen to voices regarding safety at operational sites and thoroughly instill in all employees the awareness that ensuring operational safety is of utmost importance, while fully considering the actual conditions at the sites.

(2) We will reliably implement safety management, and through all employees working together as one to perform their duties, we will continuously strive to improve operational safety.

(3) We will actively disclose information regarding operational safety.

Safety Targets

(1) Achieve zero serious accidents

(2) Limit property damage accidents to 10 or fewer per year

(3) Achieve zero occupational accidents in the current fiscal year

(4) Make safety equipment investment of ¥341,924 by the end of Reiwa 7 fiscal year

Safety Performance (Fiscal Year 2024)

- (1)** Serious accidents: 0 cases
- (2)** Fiscal Year 2024: Property damage accidents: 9 cases
- (3)** Current fiscal year: Occupational accidents: 0 cases
- (4)** Safety equipment investment: ¥6,144,644 implemented

Note: Statistics on accidents as stipulated in Article 2 of the Automobile Accident Reporting Regulations

Safety Measures and Initiatives

- (1)** Implement 30 hours per year of accident reduction training for drivers
- (2)** Hold safety promotion meetings 6 times per year and conduct education or training based on safety education programs
- (3)** Utilize drive recorders to analyze and evaluate driving performance
- (4)** Require all drivers to submit near-miss (hiyari-hatto) information and disseminate findings throughout the organization
- (5)** Maintain maintenance and inspection records, with the Safety General Manager checking them once per week

SAFETY POLICY

Shin Fuji Hire Co., Ltd. deeply recognizes that ensuring transport safety is the social mission of automobile transportation operators. To thoroughly instill in all employees the awareness that ensuring transport safety is of utmost importance, and to maintain the safety management system and strive for continuous improvement, we hereby establish and disseminate the following safety policy.

1. The President deeply recognizes that ensuring transport safety is the foundation of business management, thoroughly instills in employees the awareness that ensuring transport safety is of utmost importance, and plays a leading role in ensuring transport safety within the company.
2. We will reliably implement transport safety management, and through all employees working together as one to perform their duties, we will continuously strive to improve transport safety.
3. We will actively disclose information regarding transport safety.
4. All employees will work together as one to reliably implement safety management, and we will strive for continuous review and improvement through the thorough implementation of the PDCA (Plan-Do-Check-Act) cycle.

April 1, 2025 (Reiwa 7)

Shin Fuji Hire Co., Ltd.
President and Representative Director
Kenji Misawa

PRIORITY MEASURES

Based on the Safety Policy, the following initiatives will be prioritized as key measures:

1. Thoroughly instill the awareness that ensuring transport safety is of utmost importance, and comply with matters stipulated in relevant laws and regulations and safety management provisions.
2. Actively and efficiently make expenditures and investments for expenses related to transport safety.
3. Conduct internal audits regarding transport safety and take necessary corrective measures or preventive measures.
4. Establish a communication system for information regarding transport safety and share information within the head office.
5. Prepare plans for education and training regarding transport safety and accurately implement them.

April 1, 2025 (Reiwa 7)

Shin Fuji Hire Co., Ltd.
President and Representative Director
Kenji Misawa

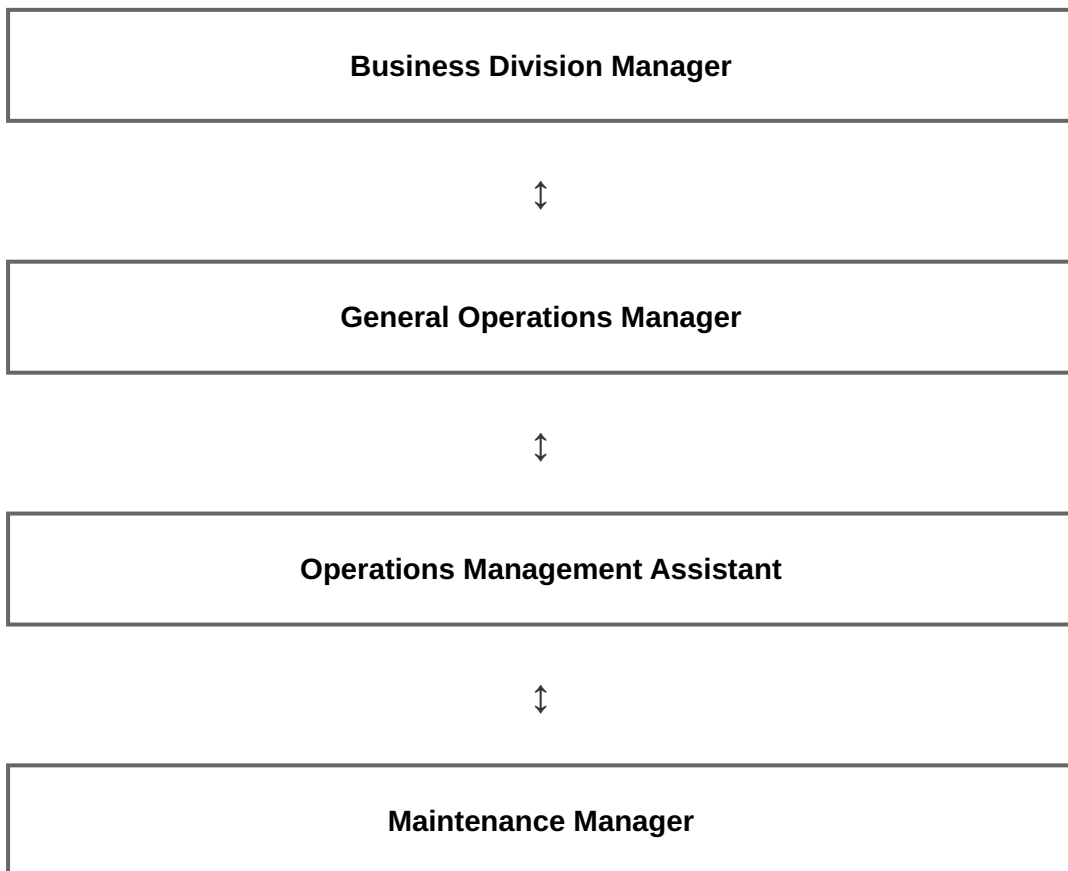
Reporting and Communication System for Serious Accidents and Disasters

Shin Fuji Hire Co., Ltd.

Overview: This section describes the organizational communication flow when serious accidents or disasters occur. The system ensures rapid reporting and appropriate response coordination with internal management and external authorities.

Communication Flow Structure:

Primary Internal Reporting Chain:





Crew Members (at Accident Scene)

External Communication Channels:

- **Regional Transport Bureau / Transport Branch Office:** Official notification to regulatory authorities regarding transport-related incidents
- **Police:** Immediate notification for accidents requiring law enforcement involvement, investigation, and traffic management
- **Emergency Services / Fire Department:** Direct contact from accident scene for medical emergency response and fire/rescue services

Key Points: The system establishes clear lines of communication both vertically within the organization and horizontally to external emergency and regulatory agencies. Crew members at accident scenes have direct access to emergency services while simultaneously reporting through the internal chain of command.

Organizational Structure and Chain of Command for Transport Safety

Shin Fuji Hire Co., Ltd.

Overview: This section outlines the hierarchical structure for safety management, showing the direct chain of command from top management down to operational staff responsible for daily safety operations.

Organizational Hierarchy:

Safety General Manager
(Ultimate Authority for Safety)



The Safety General Manager holds the highest authority for all transport safety matters within the organization and is responsible for overall safety policy implementation and oversight.

General Operations Manager
(Operations Oversight)



The General Operations Manager oversees daily operations and ensures that safety protocols are followed in all operational activities. Reports directly to the Safety General Manager.

Operational Level (Parallel Responsibilities):

**Operations Management
Assistant
(Driver Supervision &
Scheduling)**

**Maintenance Manager
(Vehicle Safety &
Maintenance)**

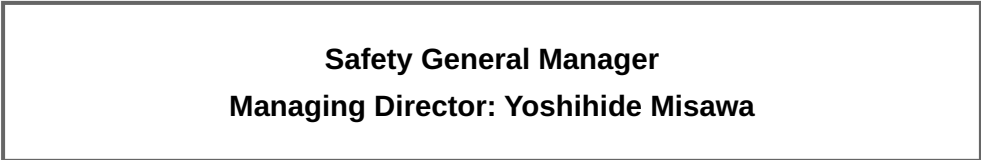
At the operational level, the Operations Management Assistant and Maintenance Manager work in parallel coordination. The Operations Management Assistant focuses on driver management, scheduling, and operational compliance, while the Maintenance Manager ensures vehicle safety through proper maintenance and inspections.

Detailed Management System Charts

Figure 1: Safety Management System Structure

Purpose: This chart illustrates the reporting and communication routes within the head office structure for safety management matters.

Reporting and Communication Routes:



Managing Director Yoshihide Misawa serves as the Safety General Manager, providing executive leadership and decision-making authority for all safety-related matters. This position ensures that safety considerations are integrated into business strategy at the highest level.

Operational Management Team:

**Operations Manager
(and Assistant)**

Responsibilities:

- Driver management
- Schedule coordination
 - Safety training
 - Incident reporting

**Maintenance Manager
(and Assistant)**

Responsibilities:

- Vehicle inspections
- Maintenance scheduling
 - Equipment safety
 - Technical compliance

Coordination: The Operations Manager (with Assistant) and Maintenance Manager (with Assistant) maintain constant communication to ensure that vehicle safety and operational safety are properly coordinated. Both positions report directly to the Safety General Manager.

Figure 2: Reporting and Communication System for Accidents and Disasters

Purpose: This chart details the specific chain of command for reporting and responding to accidents and disaster situations, ensuring rapid escalation and appropriate management response.

Step-by-Step Reporting Flow:

STEP 1: Initial Discovery
Discoverer / Reporter
(Driver, Staff Member, or Witness)



Any person who discovers or is involved in an accident or disaster immediately initiates the reporting process. This includes drivers at accident scenes, staff members who receive reports, or witnesses to incidents.

STEP 2: Branch Office Level
Branch Office General Manager
Yukimasa Shiokawa



The report is immediately escalated to Branch Office General Manager Yukimasa Shiokawa, who assesses the situation and coordinates initial response measures. The Branch Office General Manager ensures that appropriate immediate actions are taken.

STEP 3: Operations Management
Operations Manager



The Operations Manager receives the report and evaluates operational impacts, safety implications, and resource requirements for response. The Operations Manager coordinates operational adjustments as necessary.

STEP 4: Executive Level
Director in Charge
Managing Director: Yoshihide Misawa



Managing Director Yoshihide Misawa, as Director in Charge, reviews the incident and determines corporate response strategy. This level ensures that appropriate resources are allocated and that regulatory compliance requirements are met.

STEP 5: Top Management
President
Kenji Misawa

President Kenji Misawa receives final notification of serious incidents and makes ultimate decisions regarding company response, public statements, and long-term corrective measures. The President ensures that incidents are addressed at the highest level of corporate governance.

Parallel External Communications: Throughout this internal reporting chain, appropriate external notifications are made to regulatory authorities (Regional Transport Bureau), law enforcement (Police), and emergency services (Fire Department/Ambulance) as required by the nature and severity of the incident.

Response Principles:

- **Speed:** Reports must be escalated immediately without delay
- **Accuracy:** Information must be verified and precise
- **Completeness:** All relevant details must be communicated
- **Documentation:** All communications must be recorded
- **Follow-up:** Continuous updates must flow through the same chain

End of Document

This is an English translation of the Transport Safety Management Disclosure document
Original document: Shin Fuji Hire Co., Ltd. (Fiscal Year 2025)
All organizational charts and diagrams have been converted to descriptive text format
for improved accessibility and clarity.